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भाग I—खण्ड I

PART I—Section 1

प्राविकार से प्रकाशित

PUBLISHED BY AUTHORITY

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No. २२०]]

NEW DELHI, MONDAY, NOVEMBER 18, 1968/KARTIKA 27, 1890

इस भाग में भिन्न पृष्ठ संलग्न हो जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed
as a separate compilation.

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

(Department of Labour and Employment)

RESOLUTION

New Delhi, the 16th November 1968

No. WB-12(10)/68.—By their Resolution No. WB-12(1)/64, dated the 3rd April, 1965, the Government of India appointed a Wage Board for Heavy Chemicals and Fertilizer Industries with the following composition and terms of reference:—

1. Composition

Chairman

Shri M. Sriramamurty

Independent Members

- (i) Shri P. R. Chakraverti, M.P.
- (ii) Professor V. V. Ramanandham

Members representing employers

- (i) Shri D. P. Mathur
- (ii) One nominee of the Indian Chemical Manufacturers Association, Bombay

Members representing workers

- (i) One nominee of the Indian National Trade Union Congress.
- (ii) One nominee of the All India Trade Union Congress.

Subsequently, the Government of India in their Resolution No. WB-12(1)/64, dated the 26th April, 1965, nominated Shri D. M. Trivedi as a nominee of the Indian Chemical Manufacturers Association and Shri V. V. Dravid, a nominee of the Indian National Trade Union Congress and Shri G. Sundaram as a nominee of the All-India Trade Union Congress.

II. Terms of Reference

- (a) to determine the categories of employees (manual, clerical, supervisory etc.) who should be brought within the scope of the proposed wage fixation;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

Explanation.—In evolving a wage structure, the Board should in addition to the considerations relating to fair wages, also take into account:—

- (i) the needs of the Heavy Chemicals and Fertilizer Industries in a developing economy;
- (ii) the requirements of social justice;
- (iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill; and
- (iv) the desirability of extending the system of payment by results. In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over work and undue speed.

2. The Board unanimously recommended grant of an *ad hoc* interim relief to the workers with effect from 1st November, 1968. This was accepted by the Government by their Resolution No. WB-12(2)/67, dated the 29th April, 1967.

3. The Board's final report was received by the Government on the 29th August, 1968. A summary of the recommendations as appearing in Chapter VII of the Board's report is appended.

4. After careful consideration the Government has decided to accept the recommendations made by the Wage Board subject to the following:—

- (a) In establishments where wages/pay scales, D.A., Gratuity etc. are regulated by awards or agreements, a collective choice has to be made by the workmen for continuance of the existing terms/conditions or for accepting the new ones as a 'package' within a period of three months from the date of this Resolution and the Wage Board's recommendations shall stand modified to this extent. In the case of leave and holidays, however, the existing higher benefits should not be disturbed except by mutual agreement.
- (b) The questions relating to fitment of medical and nursing staff in appropriate scales shall be decided through bipartite negotiations between the concerned establishments and their workers.
- (c) The recommendations of the Wage Board as accepted by this Resolution shall remain in operation for a period of five years, commencing from the 1st April, 1968.

5. Government has taken note of the recommendation made in para 7.9 that steps should be taken to create conditions which will help introduction of incentive schemes after necessary work-study and job evaluation with the help of independent experts and that the facilities provided by institutions like the National Productivity Council and the Labour Institutes should be expanded for this purpose.

6. The managements are requested to implement expeditiously the recommendations of the Wage Board as accepted by the Government.

7. The Government of India wishes to express their appreciation of Board's work in dealing with the matters referred to it.

APPENDIX

CHAPTER VII—*Summary of Conclusions and Recommendations**Grouping of factories*

7.1. The Heavy Chemicals and Fertilizer factories for purposes of implementation of the Board's recommendations have been divided into two groups. Group I comprises of Heavy Chemicals and Fertilizer units other than (1) technologically handicapped factories manufacturing only single super-phosphate or calcium carbide and do not form part of mixed companies and (2) small units where the existing level of the minimum total wage payable to an unskilled worker is less than Rs. 100/- on the date of implementation of the Report. Factories enumerated as (1) and (2) will fall under group II.

Coverage

7.2. The Board have excluded 33 units from its purview on the ground that they are captive units, 3 units on the ground that they manufacture fine chemicals including photographic chemicals, 2 Government units for other reasons and 1 unit for the reason that it has been struck off from the list by the Director-General of Technical Development, as indicated in Annexure 1.

7.3. The Board have also excluded Iron and Steel Companies and Coke Companies where fertilizers or chemicals are resultant bye products and/or have applied the recommendations of the Iron and Steel Wage Board or the Coal Wage Board.

7.4. The Board's recommendations will apply to 83 Heavy Chemical Factories listed in Annexure II and to the Fertilizer factories listed in Annexure III.

7.5. In the case of mixed companies the Board's recommendations will apply only to the workmen of the Heavy Chemicals and Fertilizer sections of such complexes.

7.6. Units which are engaged solely in preparing fertilizer mixtures from basic fertilizers purchased from other fertilizer units are not covered by the Board's recommendations.

Categories of Workers

7.7. The categories of workers covered by the recommendation and those excluded therefrom are enumerated below:

(a) *Categories covered :*

- (i) All workmen as defined in the Industrial Disputes Act, 1947.
- (ii) Contract labour employed on work which is incidental to the manufacturing process and is necessary for it and of a perennial nature which must generally be done everyday by workmen in the regular employ of the employer.

(iii) Probationers.

(b) *Categories excluded :*

- (i) Apprentices, learners and trainees.
- (ii) Contract labour not covered under (a) (ii) above.
- (iii) Casual workers.
- (iv) Teaching staff in educational institutions.
- (v) Head office and branch office staff where their wages are superior to those of their counterparts in the factories.

Financial position of the Industries

7.8. A study of the financial position of the Heavy Chemicals and Fertilizer Industry brings out the following picture on the basis of profitability ratios and reserve accumulations during the period 1961—66:

- (i) The overall financial results of the Heavy Chemicals and Fertilizer Industry, during the period 1961—66, were below the level of the All Industries average worked out by the Reserve Bank of India.

- (ii) The private sector companies during this period showed better performance. Among these, the mixed companies having diverse activities besides manufacture of heavy chemicals and fertilizers, showed better results though it was not possible to identify separately the profitability of the heavy chemical and fertilizer sections of such mixed companies as no separate accounts are published for these sections.
- (iii) The performance of the units in the public sector was unsatisfactory mainly on account of their teething difficulties and their production falling below the rated capacities.
- (iv) The performance of the technologically handicapped factories classed as Group II factories indicated that though their performance was comparatively poor in the earlier years, their results showed an improvement in 1966. But, for reasons indicated in the section on technological handicaps in Chapter II, the Board have come to the conclusion that their future prospects are anything but bright.

Productivity and incentive schemes

7.9 While the Board have not found it possible to link the wage structure with productivity which cannot successfully be measured without work study and job evaluation, they strongly recommend that steps should be taken to create conditions which will help introduction of incentive schemes after necessary work study and job evaluation with the help of independent experts. For this purpose, facilities provided by institutions like the National Productivity Council and Labour Institutes, should be expanded to the extent necessary. Wherever incentive schemes are already in force, the same should be revised in the light of the recommended pattern of wages and allowances with a view to achieve effectively the purpose of raising production and productivity.

Minimum Wage

7.10 For the reasons stated in Chapter V, it has not been possible for the Board to adopt the full need-based minimum wage worked out on the basis of the norms laid down by the 15th Indian Labour Conference. The Board have decided that it would be fair and reasonable, in the present position of the Industry, to fix the minimum total wage of an unskilled worker at Rs. 170/- p.m. on the basis of the average All India Consumer Price Index of 209 (1949=100) for the year 1967. This level of minimum wage should apply to all units of the Heavy Chemicals and Fertilizer Industry except to Group II factories for which the minimum wage level of Rs. 150/- per mensem will apply.

Split up of Minimum Wage

7.11. The total minimum wage of Rs. 170/- in Group I factories is split up into basic pay Rs. 58.50 and Dearness Allowance Rs. 111.50 and the minimum wage of Rs. 150/- in Group II factories is split up into basic pay Rs. 58.50 and Dearness Allowance Rs. 91.50.

Scales of Pay

7.12 The Board recommends 9 grades I to IX to cover the skills, viz., two for unskilled category, two for semi-skilled category, three for skilled category, one for highly skilled category and one for specially skilled category. 7 Grades (I to VII) have been prescribed for clerical staff. Grades VIII to X are intended to cover technical and supervisory staff. Group I factories may normally be required to adopt all or most of the scales suggested while Group II factories, because of lesser sophistication, may be able to manage with lower scales. In the clerical grades, the first 5 grades are expected to serve the purpose of Group II factories. In Group I factories all or most of the grades including one or more of the technical/ supervisory grades may be found necessary.

The prescribed scales of pay are given below:

"A" Workmen

Grade No.	Classification	Daily rate	Monthly rate
I Unskilled	.	2.25-0.08-3.05	58.50-2.08-79.30 (10 years)
II Unskilled	.	2.50-0.08-3.30	65.00-2.08-85.80 (10 years)
III Semi-skilled	.	2.60-0.10-3.60	67.60-2.60-93.60 (10 years)
IV Semi-skilled	.	2.85-0.10-3.85	74.10-2.60-100.10 (10 years)
V Skilled	.	3.25-0.15-4.30-EB-0.18-5.20	84.50-3.90-111.80-EB-4.68-135.20 (12 years)
VI Skilled	.	3.60-0.18-4.86-EB-0.20-5.86	93.60-4.68-126.36-EB-5.20-152.36 (12 years)
VII Skilled	.	4.25-0.20-5.65-EB-0.25-6.90	110.50-5.20-146.90-EB-6.50-179.40 (12 years)
VIII Highly skilled	.	5.00-0.25-6.75-EB-0.30-8.25	130.00-6.50-175.50-EB-7.80-214.50 (12 years)
IX Specially Skilled	.	6.25-0.30-8.35-EB-0.35-10.10-EB-0.40-11.70	162.50-7.80-217.10-EB-9.10-262.60-EB-10.40-304.20 (16 years)

"B" Clerical, Technical and Supervisory

Grade No.	Classification	Scale
I Clerical	.	65-4-105-EB-5-130 (15 years)
II Do.	.	80-5-120-EB-6-162 (15 years)
III Do.	.	95-6-143-EB-7-192 (15 years)
IV Do.	.	110-8-174-EB-10-244 (15 years)
V Do.	.	125-10-205-EB-12-289 (15 years)
VI Do.	.	140-12-236-EB-15-341 (15 years)
VII Do.	.	160-15-280-EB-17-50-402.50 (15 years)
VIII Technical and Supervisory- Technical and non- Technical	.	180-15-285-EB-17-50-372.50 (12 years)
IX Do.	.	200-17.50-322.50-EB-20-422.50 (12 years)
X Do.	.	225-20-365-EB-25-490-EB-30-580 (15 years)

Dearness Allowance

7.13 The recommended Dearness Allowance is based on the Average All India Consumer Price Index (1949—100). As soon as the average All India Consumer Price Index with base year 1960 is published by the Labour Bureau, Government of India, Simla, Industrial units shall adopt the same by applying the relevant convention factor as and when published by the Labour Bureau.

Adjustment of Dearness Allowance (Neutralisation)

7.14 The Board have come to the conclusion that while there should be maximum neutralisation at the lowest level of wage, it should be progressively reduced at higher levels in consonance with the generally recognised principles and practices. It is recommended that for a rise or fall in the cost of living index, variation for every 2 points should be adjusted at the rate of Rs. 1.50 and Rs. 1.36 in Group I and Group II factories, respectively. These amounts represent neutralisation of 92 per cent and 95 per cent respectively.

This adjustment will be made quarterly on 1st January, 1st April, 1st July and 1st October every year on the basis of the quarterly average of the All India Consumer Price Index (1949—100) for the last but one quarter.

7.15 To avoid sharp fall in neutralisation for high income groups the Board have recommended payment of fixed additional Dearness Allowance as specified below:—

Dearness Allowance and fixed additional Dearness Allowance applicable as from 1st January, 1968 at the average All-India Consumer Price Index of 209.

Basic pay range	Group I factories			Group II factories		
	D.A.	Fixed additional D.A.	Actual D.A. payable	D.A.	Fixed additional D.A.	Actual D.A. payable
	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.
Rs. 75 or below	111.50	Nil	111.50	91.50	Nil	91.50
Above Rs. 75/- and upto Rs. 100/-	111.50	5.50	117.00	91.50	5.50	97.00
Above Rs. 100/- and upto Rs. 200/-	111.50	10.50	122.00	91.50	10.50	102.00
Above Rs. 200/- and upto Rs. 300/-	111.50	17.50	129.00	91.50	17.50	109.00
Above Rs. 300/- and upto Rs. 400/-	111.50	24.50	136.00	91.50	24.50	116.00
Above Rs. 400/-	111.50	34.50	146.00	91.50	34.50	126.00

Phasing of payments due on implementation of Wage Board's recommendations

7.16 To avoid hardship to the units paying substantially lower than the prescribed level of wages, the difference is to be made up in a period of four years in equal instalments beginning from the date of implementation subject to a minimum annual increase of Rs. 15/-. Where the difference is less than Rs. 15/-, the entire difference will be paid in the first instalment. Where the difference between the existing wage and the wage payable under the Board's recommendations exceeds Rs. 60/- the difference shall be payable in five equal annual instalments subject to a minimum of Rs. 15/-.

7.17 In the case of categories other than Unskilled workers also, the difference between the existing wage and the wages payable under the Board's recommendations will be made up in four or five instalments, as the case may be, as per the phased programme applicable to Unskilled workers.

7.18 The instalments payable on account of phasing will be independent of annual increments or increments for service weightage which accrue to a worker or of any addition or deduction in the Dearness Allowance on account of rise or fall in the Average All India Consumer Price Index for every quarter. The fixed additional Dearness Allowance recommended in the case of basic pay ranges above Rs. 75/- shall be paid at the time of implementation of the Wage Board's recommendations independently of the phasing programme.

Deductions for fringe benefits

7.19 The Board have recommended the following deductions from the wages as indicated in the Chapter entitled "Miscellaneous":—

- (1) An employer who has provided housing to the lowest class of workers (Unskilled), is entitled to deduct from the monthly wage a sum of Rs. 8/- towards house rent.
- (2) Employees other than the Unskilled workers should, as a general rule, of charged rent for accommodation provided by the employer on the basis of the rental value of accommodation assessed by the employer or 10 per cent of the salary, whichever is less, provided the employees concerned are provided with accommodation superior to what is provided to an Unskilled worker.

- (3) The Board recommend that charges for water and electricity consumption should be deducted on actual cost basis.
- (4) Where units maintain well equipped hospitals for indoor and outdoor treatment of employees or which provide for free treatment to employees and their families or which reimburse the full cost of treatment incurred outside are entitled to recover from the wage of a workman 3 per cent thereof for the facilities provided which, in any case, would have been incurred by the workman as contribution to the Employees State Insurance Scheme. Where in such units the Employees State Insurance Scheme is also extended, in addition to the medical facilities provided by the units and the workmen are required to make contributions to this scheme, no additional recovery is permissible.

Fitment

7.20. The method of fitment of the wages and Dearness Allowance is illustrated in the section on Fitment and are based on the principles (i) to (v) reproduced below:—

- (i) Weightage for varying lengths of service should be allowed by giving one increment in the prescribed scale for every 3 years of service, subject to a maximum of 3 increments on fixation of pay in the appropriate scale.
- (ii) The grant of extra increments as service weightage will be in addition to the annual increases in wages required to be made to reach the level of the wage on fitment according to the phased programme over a period of 4/5 years.
- (iii) The difference between the existing wage of a worker and that due on fitment for purposes of phased payments will not include—
 - (a) increments for weightage in service in the new scale.
 - (b) annual increments in the new scale.
 - (c) fixed additional D.A. payable to workers whose basic pay in the new scale exceeds Rs. 75/- p.m.
- (iv) Wherever personal pay is allowed on fitment in the case of workmen whose existing basic wage exceeds the minimum of the prescribed scale, the total of the personal pay and D.A. will not exceed the D.A. payable as recommended in the case of Group I and Group II factories.
- (v) Where no monetary benefit accrues to an employee on fitment or to whom the recommended scales of wages and D.A. are not applicable for the reason that the existing wage exceeds Rs. 170 or Rs. 150 as the case may be, such employee will be eligible for an additional relief of Rs. 10/- per month less the interim relief already paid or payable. This will be treated as personal pay.

The same principle will apply to all other categories of workers. All workmen would, however, be eligible for the prescribed grades and Dearness Allowance on promotion.

Financial Burden as a result of Wage Board's recommendations

7.21. The Board have endeavoured to calculate the financial burden in respect of the entire industry (both Heavy Chemicals and Fertilizer units) as a result of the proposed increase in wages. But, owing to the heterogeneous nature of the industry and the existing wage scales in the different units by and large being very uneven, it is difficult to arrive at a reasonably accurate estimate. Attempt has, therefore, been made to calculate the burden on the industry in respect of the lowest category of unskilled workers, both at the time of implementation of the Board's recommendations and at the time when the recommended wage level is reached within a period of four to five years. On this basis, at the time of implementation, the estimated burden would approximately be Rs. 14 lakhs and when fully implemented, about Rs. 37 lakhs.

7.22. In this connection, the Board wish to record that it would be open to the individual units where the prices of products are controlled either formally or informally by the Government, to take up the question of upward revision of prices of any particular product(s) directly with the Government and justify their claim.

Health Hazards

7.23. In respect of health hazards and occupational diseases, the Board recommend as follows:—

- (i) that the industry, regardless of cost, must take every precaution to safeguard the health of the workers, provide necessary protective equipment like gloves, masks, goggles and proper protective clothing, etc. to prevent, to the extent that can be foreseen any health hazard to the workers in the factory.
- (ii) that there is urgent need for strengthening the organisation of the Chief Inspector of Factories by medical and technical officers for providing more frequent inspection of the units with a view to ensure desired improvement in the working conditions.
- (iii) that the need for setting up in each establishment a Joint Safety Council, consisting of representatives of management and workers charged with the responsibility to improve the working conditions and initiate steps to reduce the occupational hazards, cannot be over-emphasized.
- (iv) since the right quality of protective equipment is not readily available and has to be imported, institutions like the Central Labour Institute should be requested to make determined efforts to ensure that the right types of protective garments and equipment to meet the various needs of the Chemical industry are made available.
- (v) that there is need to organise an independent study of the environmental conditions of the Chemical factories. It would be advantageous to set up a Hygiene Cell in all centres of Employees State Insurance Corporation for studying environmental conditions and the health of workmen to identify the risks and to provide for necessary remedial measures.

Holidays and Leave facilities

7.24. The Board recommend that the industrial units should adopt a reasonable standard of holidays and leave as under:—

- (1) One day's weekly holiday as per Indian Factories Act. (The element of rest day's wages has been included in the daily rates of wages prescribed).
- (2) Casual leave of 7 days.
- (3) Earned leave (Privilege leave)—1 day for every 20 days worked Other conditions as in Factories Act.
- (4) A total of 6 paid holidays—National and Festival holidays
- (5) Sick leave benefits as per the Employees State Insurance Scheme.

The existing leave benefits, if they are more liberal than recommended above, should be disturbed except by mutual agreement.

Gratuity

7.25. The Board recommend that where gratuity schemes are not in force, they may be introduced on the lines of the gratuity scheme indicated in Annexure XXXIX.

Where the gratuity schemes are already in force the computation of gratuity on introduction of the wage structure recommended by the Board should be as

The service period of the employees should, for the purpose of gratuity, be taken into two periods, the first period commencing from the date of appointment till the date immediately prior to the date from which the Wage Board's recommendations come into operation. In respect of the first period, gratuity should be calculated in terms of the average basic wage earned in the last month or year of the first period, as required under the gratuity rules. In respect of the second period, gratuity should be calculated in terms of the average basic wage earned in the last month or year of service.

Wherever the terms or conditions of any existing gratuity scheme in force are more liberal than those given in the Annexure, the existing scheme should not be disturbed.

Date of implementation

7.26. The Board are of the view that the recommendations should take effect from 1st April, 1968.

ANNEXURE 1

List of Heavy Chemical Units excluded from the purview of the wage Board

Serial No.	Name of the Factory	Reasons for exclusion
1	2	3
1.	Sirsilk Ltd., Sirpur Kaghaznagar (Andhra Pradesh)	Captive Unit
2.	The Mysore Paper Mills Ltd., Bhadravati, Mysore State	Do.
3.	Travancore Titanium Products Ltd., Trivandrum, Kerala State	Do.
4.	Orient Paper Mills Ltd., Bajrajinagar (S.E. Railway)	Do.
5.	The Tata Iron & Steel Co. Ltd., Jamshedpur, Bihar State	Do.
6.	The Indian Steel & Wire Products Ltd., Tatangar, Bihar State	Do.
7.	Tin Plate Co. of India Ltd., Calcutta	Do.
8.	The Titaghur Paper Mills Co. Ltd., Titaghur, 24-Parganas, West Bengal	Do.
9.	Assam Oil Co. Ltd., Digboi, Assam	Do.
10.	Shree Gopal Paper Mills Ltd., Yamunanagar, Punjab	Do.
11.	The Andhra Sugars Ltd., Tanuku (Andhra Pradesh)	Do.
12.	South India Viscose Ltd., Coimbatore, Madras State	Do.
13.	Rohtas Industries Ltd., Dalmianagar, Bihar State	Do.
14.	The Indian Iron & Steel Co. Ltd., Burnpur, West Bengal	Do.
15.	The Kolhapur Sugar Mills Ltd., Kolhapur, Maharashtra	Do.
16.	The National Rayon Corporation Ltd., Bombay	Do.
17.	Petlad Turkey Red Dye Works Co. Ltd., Petlad, Gujarat State	Do.
18.	The Baroda Rayon Corporation Ltd., Udhna, Gujarat State	Do.
19.	The Gwalior Rayon Silk Manufacturing (Weaving) Co. Ltd., Nagda, Madhya Pradesh	Do.
20.	The Buckingham & Carnatic Co. Ltd., Madras	Do.
21.	Hindustan Steel Ltd., Rourkela (Only Heavy Chemical but not the Fertiliser Unit of Rourkela)	Do.
22.	Hindustan Steel Ltd., Bhilai	Do.
23.	Hindustan Steel Ltd., Durgapur	Do.
24.	Government Cordite Factory, Aruvankadu, Madras State	Government Factory
25.	J. K. Rayon, Kanpur, Uttar Pradesh	Captive Unit
26.	Kesoram Rayon, Naya Sarai, Hooghly District, West Bengal	Do.
27.	The Indian Rayon Corporation Ltd., Veraval, Gujarat State	Do.
28.	The Travancore Rayons Ltd., Rayonpuram, Kerala State	Do.
29.	Sirpur Paper Mills Ltd., Sirpur Kaghaznagar, Andhra Pradesh	Do.
30.	Western Indian Match Co. Ltd., Bombay	Do.
31.	Tribeni Tissues (Private) Ltd., Tribeni, West Bengal	Do.
32.	Century Spinning & Manufacturing Co. Ltd., Bombay (But not the Century Chemicals)	Do.

Serial No.	Name of the Factory	Reasons for exclusion
33.	Indian Dyestuff Industries Ltd., Bombay	Captive Unit
34.	Kesar Sugar Works, Bombay	Producing Fine Che- micals including Photographic Che- micals.
35.	Satya Dev Chemicals Private Ltd., Baroda, Gujarat State.	Do.
36.	M. L. Ghosh & Co., Calcutta	No longer producing any heavy chemicals.
37.	Liberty Chemicals Works, Bombay	Producing Fine Che- micals including Photographic Che- micals.
38.	Indian Explosives Ltd., Calcutta.	Captive Unit.
39.	Government Sodium Sulphate Plant, Didwana, Rajasthan	Government Factory.

ANNEXURE II

List of Heavy Chemical Factories covered by the Wage Board.

State	No.	Address
Andhra Pradesh	1	Andhra Fertiliser (P) Ltd., (of E.I.D. Parry) Tadepal 1 Guntur District, Andhra Pradesh.
	2	Hyderabad Chemicals & Fertilisers Ltd., 100, Bashir- bagh, Hyderabad, (Factory at Maula Ali Secunder- bad), Andhra Pradesh.
	3	Krishna Industrial Corporation Ltd. Fertiliser Division, Nidadavolu, West Godavari District, Andhra Pra- desh.
Assam	4	Associated Industries (Assam) Ltd., Hazarika House, Chandmari, Gauhati, Assam (Reg. Office) (Factory at Chandpur, Kamarup).
Bihar	5	Bihar State Super Phosphate Factory, Sindri Institute P.O., Dhanbad District.
	6	Cyanides & Pigments Ltd., C/o Tata Iron & Steel Ltd., Jamshedpur, Bihar State.
Delhi	7	D.C.M. Chemicals Works, P.B. No. 1211, Najafgarh Road, Delhi.
	8	Modern Chemical Industries, G.T. Road, Delhi- Shahadara.
	9	Shambhunath & Sons, G.T. Road, Delhi-Shahadara
Gujarat	10	Atul Products Ltd., Atul (Surat).
	11	Anil Starch Products Ltd., Anil Road, Railwaypura Post, P.B. No. 93, Ahmedabad.
	12	Alembic Chemical Works Co. Ltd., Baroda (Gujarat).
	13	Adarsh Chemicals & Fertilisers Ltd., Udhna District) Surat).
	14	Calico Mills Chemical Division of Ahmedabad Mfg. & Calico Printing Co. Ltd., P.B. No. 12, Ahmedabad.
	15	Dhrangadhara Chemicals Works Ltd., Dhrangadhara (Gujarat).
	16	Mayurdhwaj Magnesia, Works Ltd., Dhrangadhara, Gujarat.

State	No.	Address
	17	New Asarva Chemicals, P.O. Saraspur, Ahmedabad-18.
	18	Ramco Chemical Works, 661/6 Kanuga Mansion, Kapasia Bazaar, P.B. No. 1011, Ahmedabad.
	19	Saurashtra Chemicals, Porbandar, Gujarat.
	20	Tata Chemicals Ltd., P.O. Mithapur, Okhamandal (W. Rly.)
Kerala	21	Fertilisers & Chemical (Trivancore Ltd.,) Udyogmandal Post, Alwaye, Kottayam District, Kerala State.
	22	Travancore Chemical & Manufacturing Co. Ltd. Kundra P.O., Kerala State.
	23	Travancore-Cochin Chemicals Ltd., Udyogmandal P.O., (via) Alwaye, Kerala.
Madhya Pradesh	24	Dharamsi Morarji Chemical Co. Ltd., Kumhari.
Madras	25	Blue Mountain Estate & Industries Ltd., (Managed by Kothari & Sons) Ennore, Madras.
	26	Dhrangadhra Chemical Works Ltd., (Caustic Soda Division), Sahupura Post, Arumuganeri, Tirunelveli District.
	27	E.I.D. Parry Ltd., Ranipet, North Arcot District, Madras State.
	28	E.I.D. Parry Ltd., Ennore, Madras.
	29	Industrial Chemical Works (Vellore) P. Ltd., 42-1 Long Bazaar, Vellore.
	30	M/s. Industrial Chemicals Ltd., Sankaranagar Talaiyuthu Tirunelveli District.
	31	Mettur Chemical & Industrial Corporation Ltd., Mettur Dam R.S., Salem District.
	32	Premier Fertilizers Ltd., (Factory at Cuddalore) South Arcot District, P.B. No. 2712, 150-A, Mount Road, Madras.
	33	Shaw Wallace & Co., Ltd., 8/9 Thambuchetty Street Madras-1. (Factory at Avadi).
	34	Shaw Wallace and Co., Ltd., Kaduvetti (Near Ennore), Madras.
Maharashtra	35	Ahmedabad Mfg. & Calico Printing Co. Ltd., Calico Chemicals and Plastics Division, Anik Chembur, Bombay.
	36	Atul Drug House Ltd., 83, Dr. Annie Besant Road, Worli, Bombay.
	27	Century Chemicals Ltd., Kalvan of Century Spinning and Manufacturing Company Ltd., Industry House, 159, Churchgate Reclamation, Bombay.
	38	Cawnpore Chemical Works (P) Ltd., Kanhan P.O. Kamptee, Maharashtra.
	39	Carbide Chemicals Co., Anik Chembur, Bombay. (of Union Carbide India Ltd., Calcutta).
	40	Dharamsi Morarji Chemicals Co. Ltd., Prospect Chambers, 317-21, Dadabhai Naoroji Road, Bombay (Reg. Office) (Factory at Ambernath, Bombay).
	41	Excel Industries Ltd., 184-87, Swami Vivekanand Road, Jogeshwari, Bombay-60 NB.

State	No.	Address
	42	Golden Chemicals (P) Ltd., Vile Parle, Bombay-56.
	43	Indian Organic Chemicals Ltd., 28, Appollo Street, Fort, Bombay-1.
	44	India Electro Chemicals Ltd., Yusuf Building, Mahatma Gandhi Road, Bombay.
	45	J. K. Chemicals Ltd., Wadala, Bombay (Formerly Eastern Chemical Co.).
	46	J. K. Chemicals Ltd., Panchapakadi, Pokhran Road, Thana District, Bombay.
	47	Icean Jyot Chemicals (P) Ltd., Mustafa Building Sir P.M. Road, Bombay. (Factory at Kholshe Road, P.O. Thana).
	48	National Peroxide Ltd., Sewri Cross Road, Wadala, Bombay.
	49	Pioneer Magnesia Works Ltd., 113/15, Mahatma Gandhi Road, Bombay (Factory at Kharaghoda in Gujarat).
	50	Pioneer Chromate Works, Hexamer House, Sayan' Road, Bombay-28. (Factory at Andheri. Kurla Road, Chaklala, Andheri).
	51	Raghunand Chemical Industries (P) Ltd., Mustafa Building, Sir Phirozeshah Mehta Road, Bombay (Factory at Kolshet Road, P.O. Thana).
	52	Somaiya. Organo Chemicals Ltd., Sakarwadi (Stn' Kannegaon), Ahmednagar District.
	53	Star Chemicals (Bombay) (P) Ltd., 21, Noble Chambers Parsi Bazaar Street, Fort, Bombay-1.
	54	Synthetic Chemical Industries, Agra Road, Thana, Bombay.
	55	Sonevala Industries Ltd., 137, Shiekh Meman Street, Bombay.
	56	Western Chemical Industries, Goregaon (East) Sonaval Cross Road, Bombay-62.
	57	West India Chemicals Ltd., 32, IIInd floor, Apollo Street, Factory at Kharadi, P.O. Mundhwa, Poona District.
Mysore	58	Chamundi Chemical & Fertilisers Ltd., Vani Vilash Mohalla, Mysore, (Factory at Munirabad Raichur District).
	59	Mysore Chemical Manufacturers Ltd., Chikbanavar P.O., Bangalore District.
	60	Mysore Chemicals & Fertilisers Ltd., Belagula, Mysore.
Punjab	61	Shambhunath & Sons Ltd., G.T. Road, Shahbad, Markanda, Punjab.
	62	Shambhunath & Sons Ltd., P.B. No. 12, G.T. Road, Amritsar.
Rajasthan	63	Shriram Vinyl & Chemical Industries, Shrirampur Industrial Area, Kota.
Uttar Pradesh	64	Ayodhya Prasad Chemical Works, G.T. Road, Ghaziabad.

State	No.	Address
	65	Arvind Chemicals, 32, Factory Area, Kanpur.
	66	Cawnpore Chemical Works (P) Ltd., P.B. No. 27, Kanpur.
	67	Krishna Chemical Works, Vidyapith Road, Varanasi
	68	Ralli Chemicals Ltd., P.B. No. 59, Kanpur.
	69	R. L. Chemical Works, Factory Area, Fazalganj Kanpur.
	70	Sahu Chemicals & Fertilisers of New Central Jute Mills Co. Ltd., Sahupuri, Varanasi.
	71	Solar Chemicals (Kanpur) Private Ltd., 97, Factory Area, Kanpur.
	72	Sturdia Chemicals Ltd., Rishikesh, U.P.
West Bengal	73	Allied Resins & Chemicals (P) Ltd., 10-1, Elgin Road Calcutta. (Factory at Budge Budge)
	74	Alkali & Chemical Corporation of India Ltd., P.O. Rishra, District Hoogly.
	75	Bengal Chemical & Pharmaceutical Works Ltd., No. 6, Ganesh Chander Avenue, Calcutta. (Factory at Panighati)
	76	Burma Lime & Chemical Co. Ltd., 3, Clive Ghat Street, Calcutta. (Factory at Taratala Road, Garden Reach)
	77	G.D. Thakkar & Co., 22, Brabourne Road, Calcutta (Factory at Jemari Rupnarayanpur P.O.)
	78	Calcium Carbite Department of Birla Jute Manufacturing Co. Ltd., Birlapur, 24-Parganas, West Bengal.
	79	Hindustan Heavy Chemicals Ltd., 15, Barrackpure Trunk Road, Khardah, 24-Parganas, West Bengal
	80	Jay Shree Chemicals & Fertilisers, India Exchange, Calcutta. (Factory at Khardah, 24-Parganas)
	81	Kanoria Chemicals & Industries Ltd., 9, Brabourne Road, Calcutta. (Factory at Mirzapur in U.P.)
	82	Phosphate Co. Ltd., 14, Netaji Subhas Road, Calcutta. (Factory at Rishra, Hoogly Distt.)
	83	Radha Chemicals Co. Ltd., Habra, P.O. Kalyanpur District, 24-Parganas.

ANNEXURE III

List of Fertiliser Factories covered by the Wage Board

ANDHRA PRADESH

1. Andhra Fertilisers, Tadapalle.
2. Andhra Sugars, Tanuku.
3. Hyderabad Chemicals & Fertilisers, Maula Ali.
4. Krishna Industrial Corporation, Nidadavole.

ASSAM

5. Associated Industries (Assam), Chandrapur.

BIHAR

6. Bihar State Superphosphate Factory, Sindri.
7. Fertiliser Corporation of India Ltd., Sindri.

DELHI

8. D.C.M. Chemical Works, Delhi.

GUJARAT

9. Adrash Chemicals & Fertilizers, Navasari.
10. Alembic Chemical Works, Baroda.
11. Anil Starch Products, Bhavnagar.
12. Atul Products, Bulsar.

KERALA

13. Fertilisers & Chemicals, Travancore, Alwaye.

MADHYA PRADESH

14. Dharamsi Morarji Chemical Co., Kumhari.

MADRAS

15. Blue Mountain Estates & Industries, Ennore.
16. Coimbatore Pioneer Fertilisers, Coimbatore.
17. E.I.D. Parry Ltd., Ennore.
18. E.I.D. Parry Ltd., Ranipet.
19. Neyveli Lignite Corporation, Neyveli.
20. Premier Fertilisers, Cuddalore.
21. Shaw Wallace & Co. Ltd., Avadi.

MAHARASHTRA

22. Dharamsi Morarji Chemical Co. Ltd., Ambernath.
23. Eastern Chemical Co., Bombay (changed into J. K. Chemicals, Wadala).
24. Fertilizer Corporation of India, Trombay.
25. Western Chemical Industries, Bombay.
26. West India Chemicals, Kharadi, Poona.
27. West India Chemicals, Lonl-Kalbhor, Poona

MYSORE

28. Chamundi Chemicals & Fertilizers, Munirabad.
29. Mysore Chemicals & Fertilisers, Belagula.

ORISSA

30. Hindustan Steel Ltd., Rourkela.

PUNJAB

31. Fertilizer Corporation of India Ltd., Nangal.

UTTAR PRADESH

32. New Central Jute Mills Co. Ltd., Varanasi.

33. Ralli Chemicals Ltd., Magarwara.

WEST BENGAL

34. Jay Shree Chemicals & Fertilisers Ltd., Khardah.

35. Phosphate Co. Ltd., Rishra.

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India for general information.

P. C. MATHEW, Secy.

